

**WITN**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 – July 31, 2018**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Technical Media Producer	2,6,9,12,20	20
Technical Media Producer	2,6,9,12,20	20
Technical Media Producer	2,6,9,12,20	20
Digital Content Producer	2,6,9,12,20	12
News Producer	2,6,9,12,20	2
News Producer	2,6,9,12,20	12
News Producer	2,6,9,12,20	12
Anchor/Reporter	2,6,9,12,20	20
Anchor/Reporter	2,6,9,12,20	20
Weekend Sports Anchor	2,6,9,12,20	12
Account Executive	2,6,9,12,20	20
Account Executive	2,6,9,12,20	9
Assistant Chief Engineer	2,6,9,12,20	9
Multimedia Journalist	2,6,9,12,20	6
Multimedia Journalist	2,6,9,12,20	12
Multimedia Journalist	2,6,9,12,20	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Appalachian State University – Emily Burleson Walker Hall 32039 Boone, NC 28608 828-262-2180	N	
2	Barton College – Webster Struthers Dept of Communications Wilson, NC 27893 252-399-6388	N	1
3	Beaufort Community College – Kelly Rouse PO Box 1069 Washington, NC 252-946-6194	N	
4	Campbell University - Dr. J Dean Farmer PO Box 130/Office 108 Rogers Buies Creek, NC 27506 910-823-1520	N	
5	ECU Student Professional Development –Carol Woodruff 701 East 5 <sup>th</sup> Street Greenville, NC 27858 252-328-5598	N	
6	ECU School of Communications - Teresa Bullock 103 Joyner East Greenville, NC 27858-4353 252-328-6621	N	2
7	Elizabeth City State University – Melba Brown PO Box 804 Elizabeth City, NC 27909 252-335-3594	N	
8	Elon University School of Communications – Amber McCraw 2020 Campus Box Elon, NC 27244 336-278-5661	N	
9	Indeed.com 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750	N	6
10	Media Line Medialine.com	N	
11	Lenoir Community College – Bobby Merritt PO Box 188 Kinston, NC 28501 252-527-6223	N	
12	Gray.tv (SNAG A Job GRAY SERVICE)	N	18

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	NC A&T University - Gail Wiggins 111 Crosby Hall Greensboro, NC 27411 910-334-7599	N	
14	NC Association of Broadcasters – Lisa Reynolds PO Box 627 Raleigh, NC 27602 919-821-7300	N	
15	Pitt Community College – Racheal Bridger P.O. Box 7707 Greenville, NC 27834 252-493-7819	N	
16	Syracuse University – Karen McGee 215 University Place – Newhouse Syracuse, NY 13244 315-443-3270	N	
17	TVJobs.com – Mark Holloway admin@tvjobs.com	N	
18	UNC–Chapel Hill JOMC Career Ctr. - Jay Eubank Carroll 162 Chapel Hill, NC 27599-3365 919-962-4518	N	
19	UNC – Pembroke – Sally Ann Clark Department of Mass Communications Pembroke, NC 28372 910-521-6378	N	
20	WITN-TV Station Posting/Employee Referrals <a href="http://www.witn.com">www.witn.com</a>	N	12
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>39</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on October 5, 2017 for 8 student members of the East Carolina University Student Journalism Society.
<b>2</b>	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on October 5, 2017 for 8 student members of the East Carolina University Student Journalism Society.
<b>3</b>	Event or program sponsored by educational institution relating to career opportunities in broadcasting.	WITN provided Career/Informational Station Tour opportunity on March 2018 for 11 student members of the East Carolina University Public Relations Student Society of America.
<b>4</b>	Internship Program	WITN coordinated with Pitt County Vocational Rehabilitation to conduct Fall Semester 2017 and a Summer 2018 internship programs for 2 students from Pitt Community College and Chowan University studying in the field of Design and Technology with goals to enter the broadcast or a related industry. This was aimed to help people with disabilities.
<b>5</b>	Internship Program	WITN coordinated with East Carolina University to conduct Spring Semester 2018 internship program for 1 student studying in the field of journalism with goals to enter the broadcast industry.
<b>6</b>	Internship Program	WITN coordinated with East Carolina University to conduct Fall Semester 2017 internship program for 1 student studying in the field of journalism with goals to enter the broadcast industry.
<b>7</b>	Participated in Job Fair	Pitt Community College on campus Career Fair

		on 4/22/18. WITN's Production Manager and Operations Manager attended and staffed the booth in Greenville, NC Information about employment opportunities was provided to students.
8	Participated in Job Fair	East Carolina University School of Communication Career Fair on 2/14/18. WITN's News Director, Operations Manager, and Production Manager attended the event and staffed the booth. Information about employment opportunities and internships was provided to students and others seeking employment in the community.
9	Event or program sponsored by an educational institution relating to career opportunities in broadcasting.	WITN's News Director participated in a panel discussion on for senior journalism majors at East Carolina University on 2/14/18. She spoke about the state of the broadcast industry and answered questions.
10	Event or program sponsored by an educational institution relating to career opportunities in broadcasting.	WITN's Operations Manager spoke with Senior Communication Majors on the Campus of Barton College on 1/31/18. After a short message to the seniors a Q & A was held for 15 minutes.
11	-EEO/Recruitment training initiative.	WITN management participated in Gray Human resources Training Webinar on June 26, 2018. The training focused on managing and retaining challenging employees
12	Event or program sponsored by local organization to promote EEO recruitment opportunities.	WITN's News Director and Digital Media Producer attended Craven County Partners in Education (STEM) Luncheon in New Bern, NC at the Riverfront Convention Center. A booth was set up and staffed by WITN employees to educated attendees about employment at WITN.
13	Event or program sponsored by local organization to promote EEO recruitment opportunities.	WITN's General Manager and Operations Manager attended a Greenville- Pitt County Chamber of Commerce Power Luncheon in March of 2018 that featured presentation on Eastern North Carolina's economic outlook.